



State of California  
**Employment Training Panel**

Training Proposal for:  
**Tempest Technology Corporation**

**Agreement Type: Small Business**

**Agreement Number: ET09-0250**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: J. Sakamoto

**CONTRACTOR:**

- Type of Industry: Manufacturing:  
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
  - California: 40
  - Worldwide: 40
  - Number to be trained: 21
- Turnover Rate: 4%
- Repeat Contractor: ☐ Yes ☒ No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$38,220
- In Kind Contribution: \$40,000
- Average Cost per Trainee: \$1,820
- Post Retention Wage: \$12.85
- Health Benefits: N/A
- Occupations to be Trained: Administrative Staff, Managers/Supervisors, Production, Sales
- Training Menu:
  - ☒ Business skills ☐ Literacy skills
  - ☐ Commercial skills ☒ Management skills
  - ☒ Computer skills ☒ Manufacturing skills
  - ☒ Cont. Improvement ☐ Other:
- Range of Hours: 8 -100 Weighted Avg: 70
- Multiple Job Numbers: ☐ Yes ☒ No

- County(ies) Served: Fresno
- Union Representation: ☐ Yes ☒ No
- Subcontractor: Strategic Business Solutions, L.L.C. of Exeter will provide administrative services for a fee not exceed 13% of payment earned.
- Third Party Services: To Be Determined

## **INTRODUCTION**

Since its inception in 1987, Tempest Technology Corporation (Tempest), has become a leader in the fire equipment manufacturing industry. Tempest products include specialized fans that are used by firefighters to provide positive pressure ventilation which is used to reduce heat and increase visibility, particularly in high rise structures. Tempest also manufactures a full line of cut off fire rescue saws used by fire fighters.

Tempest is a small, but rapidly growing company in a high unemployment region of California. Tempest has found that an enormous amount of training must be implemented in order to impart knowledge and skills to its workforce to create a high performance workplace that can compete on a global level. ETP funding will allow the company to provide a structured, company-wide training program to instruct its workforce in the skills needed to become a high performance workplace.

The company will be embarking on a quality improvement curriculum and is planning a vigorous customer service training agenda to meet its customer needs in a more efficient way. There is also a computer conversion update that will require intensive training of all employees, from the front office to the leads on the production floor. This type of training is very expensive for a small business to implement. The company will have to take time out of production in an already busy environment and the fiscal burden would be impossible without the help of ETP funding.

The trainees work in a High Unemployment Area. This is a region with unemployment exceeding the state average by at least 25%, using the unemployment rate set by the Labor Market Information Division of the Employment Development Department. (Title 22, California Code of Regulations, Section 4429(b).)

## **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.